

University of Minnesota Medical School

Policy on Student Mistreatment

AAMC Statement on the Learning Environment (aamc.org/learning environment):

"We believe that the learning environment for medical education shapes the patient care environment. The highest quality of safe and effective care for patients and the highest quality of effective and appropriate education are rooted in human dignity.

*We embrace our responsibility to create, support and facilitate the learning environment shared by our patients, learners, and teachers. In this environment, our patients witness, experience, and expect a pervasive sense of **respect, collegiality, kindness and cooperation** among health care team members. This includes all professionals, administrators, staff, and beginning and advanced learners from all health professions. This includes research as well as patient care environments.*

*We affirm our responsibility to create, support, and facilitate a learning environment that fosters **resilience** in all participants. It is our responsibility to create an atmosphere in which our learners and teachers are willing to engage with learning processes that can be inherently uncomfortable and challenging.*

*We affirm our commitment to shaping a culture of teaching and learning that is rooted in respect for all. Fostering resilience, **excellence, compassion, and integrity** allows us to create patient care, research, and a learning environment that are built upon constructive **collaboration, mutual respect, and human dignity.**"*

Mistreatment in the Learning Environment

The University of Minnesota Medical School and Medical School are committed to maintaining an environment where there is mutual respect between student, teacher, and between peers. Behavior that is abusive or mistreats students or others in the learning environment is prohibited. Examples of inappropriate behaviors are:

- Physical punishment or physical threats;
- Sexual harassment;
- Discrimination based on race, color, creed, religion, national origin, gender, sex, age, marital status, disability, public assistance status, veteran's status, or sexual orientation;
- Repeated episodes of psychological punishment of a student by a particular superior (e.g., public humiliation, threats and intimidation, removal of privileges);
- Grading used to punish a student rather than evaluate objective performance;
- Assigning tasks for punishment rather than to evaluate objective performance;
- Requiring the performance of personal services;
- Taking credit for another's work;
- Intentional neglect or intentional lack of communication.

Resources for Counseling, Advice and Informal Resolution

Concerns, problems, questions, and complaints may be discussed without fear of retaliation, with anyone in a supervisory position within the medical school community including a faculty member, lab director, course director, residency training director, division chief, department head, dean or director. The assistance provided may include counseling, coaching or direction to other resources at the medical schools. Students are encouraged to report possible sexual, racial, or ethnic discrimination, including harassment, to the Office of Equal Opportunity and Affirmative Action.

Process for Handling Allegations of Mistreatment

Prior to filing a formal complaint, the individual may attempt to resolve the matter directly with the alleged offender. Violations of this policy fall within the scope of the Board of Regents Student Academic Grievance Policy, which provides mechanisms for both informal and formal resolution of complaints. Any complaint alleging discrimination in the University/student relationship, other than sexual harassment, may be filed either under the Student Academic

Grievance Policy or with the Office of Equal Opportunity and Affirmative Action, but not both. In addition, actions can be taken under the Student Conduct Code against students committing harassment or other violations of the conduct code. Allegations of sexual assault are handled under the University Policy on Sexual Assault/Relationship Violence.